

# SOCIAL SERVICE WORKERS' CONFERENCE 2013

## FINAL CALL



This is the final call for the 2013 Social Service Workers' Conference which will be held from Thursday, March 21<sup>st</sup> to Sunday, March 24<sup>th</sup> in Toronto.

**PLEASE NOTE THAT THE CUT-OFF DATE FOR BOOKING HOTEL ROOMS IS  
FEBRUARY 26<sup>TH</sup>.**

**(The rooms will be released after February 26<sup>th</sup>)  
It is important that you contact Christina or Nora at  
WE Travel 1-888-676-7747 ASAP**

The sector faces significant challenges with austerity budgets at all levels of government resulting in cuts to services and programs and attacks on jobs, wages, benefits and working conditions. The 2013 conference theme is "Revolution for Rights and Social Services" because we know that it will take organizing fight-back campaigns on a mass scale to defend labour rights and the social services that our members provide in communities across Ontario. Speakers and workshops will provide organizing strategies and tools to assist delegates with engaging members to become more active in the union and with developing effective campaigns to advocate for social services.

The full registration package in both French and English is available at [www.cupe.on.ca](http://www.cupe.on.ca)

# Revolution



CONFERENCE 2013

## CONFERENCE AGENDA

### Thursday, March 21<sup>st</sup>

5:30 p.m. – 7:00 p.m.	Registration Osgoode Foyer
6:00 p.m.	New Delegate Orientation Osgoode
7:00 p.m.	Opening Plenary Osgoode

#### Opening Plenary speakers (speaker biographies in conference book)

**Carrie Lynn Poole-Cotnam**  
Chair, Social Service Workers Coordinating Committee (SSWCC)

**Candace Rennick, CUPE Ontario Secretary-Treasurer**

**Anna Willats – Building Solidarity Movements to Resist Attacks on Services and Unions**

**Archana Rampure – Defending Workers' Rights to Organize**

9:00 p.m.	Social event – meet new people! Provincial Ballroom
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### Friday, March 22<sup>nd</sup>

8:00 a.m. – 9:00 a.m.	Registration Osgood Foyer
8:00 a.m.	New Delegate Orientation Osgoode
9:00 a.m. – 10:30 a.m.	Greetings from Brother Charles Fleury- CUPE National Secretary-Treasurer Panel Osgoode

## **Morning panel of organizers to share strategies for developing effective campaigns:**

**Jennifer Huang** - Organizing strategies for developing a proud union consciousness among more members in the union.

**Andrea Madden** – Not all actions take months or weeks to plan.

**Maureen O'Reilly** – The nuts and bolts of a strategic contract campaign to defend public services, jobs and workers rights.

**Liisa Schofield** - Organizing strategies for building effective union-community campaigns.

10:30 a.m.-10:45 a.m.	Break
10:45 a.m.- 12 noon	Geographical/Regional break-out groups and action planning Osgoode
Noon – 1:30 p.m.	Lunch
1:30 p.m.- 2:15p.m.	NDP MPP for Toronto-Danforth Peter Tabuns - Tips for effective lobbying Osgoode
2:15 p.m.- 2:30 p.m.	Break
2:30 p.m.- 5 p.m.	Workshop - Tools for organizing to defend services and jobs Essex Ballroom, Wentworth, Windsor East & West, Willow ABC, Kenora, Kent, Provincial North and South, Osgoode
Adjournment	Equality Caucus Essex Ballroom
5:30 p.m.	Child care "Kitchen Table Discussion" Willow ABC

7:00 – 9:30 p.m.

Film screening of “We Are Wisconsin” and guest speaker, Melissa Austin, Mobilization Coordinator with the South Central Federation of Labor in Madison, Wisconsin  
Osgoode

## **Saturday, March 23rd**

9:30 a.m. – 5:00 p.m.

Jurisdictional Day  
CAS- Willow ABC  
Developmental Services- Osgoode  
Municipal Social Services & WSIB- Essex Ballroom  
Child Care Windsor- West  
Community Agencies- Windsor East

8:00 p.m.

Solidarity Dance and Silent Auction  
Provincial Ballroom

## **Sunday, March 24<sup>th</sup>**

9:30 a.m. – 1:00 p.m.

Closing Plenary  
Report on Mental Injury Survey- Andréane Chénier,  
Health & Safety Specialist  
Osgoode

Carrie Lynn Poole-Cotnam, Chair SSWCC

Fred Hahn, CUPE Ontario President

Sid Ryan, President of the Ontario Federation of Labour

### **Quiet Room**

The conference centre office will serve as a quiet room throughout the conference.

**ONTARIO REGIONAL OFFICE**

80 Commerce Valley Drive East, Markham, Ontario L3T 0B2, (905) 739-3999, Fax: (905) 739-4001 cupe.ca scfp.ca

**To: All Social Service Local Presidents, Recording Secretaries, Unit Chairs, and National Representatives servicing same**

**From: Sarah Declerck, Acting Social Services Coordinator - Ontario  
Carrie Lynn Poole-Cotnam, Chair SSWCC**

**Re: 2013 Social Service Workers' Conference – Second Call**

**Date: January 23, 2013**

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The 2013 Social Service Workers' Conference begins on the evening of Thursday, March 21<sup>st</sup> and continues until Sunday, March 24<sup>th</sup> at 1:00 pm in Toronto.

Cuts to funding have reduced social services and the quality of services, expanded waitlists and forced layoffs. The introduction of legislation attacking the right to free collective bargaining and threats of anti-union right to work legislation presents significant challenges for our union. Our goal with this conference is to equip activists in the sector with the political arguments, skills and strategies to mobilize our members to effectively resist attacks on unions and the services we provide.

### Registration

Enclosed, you will find the second call for the 2013 Social Service Workers' Conference which includes hotel and travel booking information and the conference registration form. You will also find the On-site Child Care Registration and Family or Dependent Care Subsidy application; the Access Form for individuals requiring assistance; and the Local Support Application for Locals who qualify for and require assistance in attending this year's conference.

### Deadlines

- Requests for on-site child care must be received by **February 26<sup>th</sup>, 2013.**
- In order to guarantee the CUPE room rate, hotel reservations must be booked by **February 26<sup>th</sup>, 2013.**
- Requests for support related to accessibility and /or accommodation needs such as ASL Interpretation, Real Time Captioning and French translation must be indicated on the enclosed Access Form. These requests must be received by **February 26<sup>th</sup>, 2013.**

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**PAUL MOIST** – National President / Président national    **CHARLES FLEURY** – National Secretary-Treasurer / Secrétaire-trésorier national

**TOM GRAHAM** – **FRED HAHN** – **DANIEL LÉGÈRE** – **LUCIE LEVASSEUR** – **BARRY O'NEILL** – General Vice-Presidents / Vice-présidents généraux



- Locals may qualify for assistance to attend the conference based on the Local's size (less than 100 members), location (northern or more than 500 kilometers from the conference), newly organized Locals who are in first Collective Agreement negotiations and Locals who have been on strike or locked out within the last year leading up to the conference. Such requests must be received by **February 26<sup>th</sup>, 2013** on the attached Local Support Application.

### **Developmental Services Coordinated Bargaining Meeting**

The next Province-wide coordinated bargaining meeting for developmental services locals will take place in the fall of 2013 to prepare for the next round of coordinated bargaining. The majority of collective agreements will expire at the end of March in 2014. Discussions about coordinated bargaining will take place during the developmental services jurisdictional meeting on March 23<sup>rd</sup> during the Social Services conference including an in depth report on challenges and successes of the current round of coordinated bargaining. Developmental services locals will not be meeting in advance of the Social Services conference this year and are strongly encouraged to attend both the Social Services Workers' Conference and the coordinated bargaining meeting in the fall of this year.

### **Workshops**

In light of unprecedented attacks on workers, the services we provide and our unions, the Social Services Workers Coordinating Committee (SSWCC) has planned an activist oriented conference. On March 22<sup>nd</sup>, all conference participants will attend an activist panel to hear from union and community organizers about how they successfully organized members, defended services and jobs and built effective campaigns. We will also begin action planning by regional/geographical area across sub-sector. Conference participants will participate in activist skills-building workshops to learn how about effective political lobbying and campaigns, membership education and how to engage members in the union and mobilization efforts to defend jobs and services, and more.

### **Looking for video clips and pictures!**

Do you have pictures or videos from bargaining, campaigns, membership meetings, community events, job actions, etc.? If you have them, we would like to get a copy! Please forward pictures and/or video clips to Uliana Siniavskaia at [usiniavskaia@cupe.ca](mailto:usiniavskaia@cupe.ca)

### **SSWCC Bylaws**

The bylaws of the SSWCC may be amended at any annual SSWCC conference by a two-thirds majority vote.

The relevant bylaw reads as follows:

*Proposed amendments to the constitution may be made by a motion from a Local union duly signed by the President and Secretary or by a recommendation of the Committee. Amendments shall be received by the Chair of the Committee not later than forty (40) days prior to the annual conference. The*

*proposed amendments shall be circulated to all member Locals at least twenty-one (21) days prior to the annual conference.*

Bylaw amendments shall be moved, debated and voted on in two parts: first at the opening plenary and then at the closing plenary.

If your Local wishes to have the SSWCC bylaws forwarded to them or wishes to submit any proposed bylaw amendments, please contact Uliana Siniavskaia at [usiniavskaia@cupe.ca](mailto:usiniavskaia@cupe.ca)

The proposed bylaw amendments which have been developed by the Social Service Worker Coordinating Committee (SSWCC) for consideration by conference participants at the 2013 Social Service Workers' Conference are attached at the end of this letter.

### **Social Services Levies**

The bylaws of the Social Service Workers' Coordinating Committee (SSWCC) allow for the collection of a levy of two dollars per member per year. This levy has allowed the committee to enter into ambitious work plans within the Social Service Sector to address the challenges our members face.

The Terms of Reference for the Developmental Services Sector Coordinating Committee (DSSCC – formerly the ACLBC) allow for the collection of a levy of two dollars per member per year. The Developmental Service sector has made great gains through coordinated bargaining.

If your Local has not already done so, please consider making a social services and developmental services levy contribution as applicable. While both levies are voluntary, the coordinated efforts in the social services sector rely on having the necessary resources in place. Please consider making a voluntary levy donation so that these coordinated efforts can continue.

### **Voting**

Locals may send an unlimited number of delegates to the conference; however, for purposes of voting on issues pertaining to the business of SSWCC, the bylaws restrict the distribution of voting cards as follows:

1 to 100 members	2 delegates
101 to 250 members	3 delegates
251 to 400 members	4 delegates
each additional 150 members	1 additional delegate
District Councils	1 delegate

Locals who represent both social service and non-social service workers shall be allowed voting delegates based only on the number of workers in the social services sector in their Local. For composite and municipal Locals, please be sure to indicate the number of Social Service workers in your Local on the registration form.

We look forward to seeing you at the conference. If you require any clarification and/or further information, please contact Uliana Siniavskaia at [usiniavskaia@cupe.ca](mailto:usiniavskaia@cupe.ca) or (905) 739-3999 ext. 235

In solidarity,



 Sarah Declerck  
Acting Social Service Coordinator – Ontario

Carrie Lynn Poole-Cotnam  
Chair SSWCC

#### Attachments

cc: Paul Moist, Charles Fleury, CUPE Ontario Division, Linda Thurston-Neeley, Karen McNama, Kathy Johnson, Joe Courtney, Stella Yeadon, SSWCC

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cope491  
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## **Proposed Bylaw Amendments for 2013 SSWCC Conference from the SSWCC**

### **Proposed Omnibus ByLaw Amendment:**

That all references to jurisdiction and sub-jurisdiction be changes to sector and sub-sector.

### **Article 6**

#### **Existing Language**

**6.4** Organizing unorganized social service agencies in coloration with the organizing department and other structures within CUPE;

#### **Proposed Amendment**

**6.4** Organizing unorganized social service agencies in **collaboration** with the organizing department and other structures within CUPE;

### **Article 7**

#### **Existing Language**

**7.1** To stand for nomination, members must be from an affiliated local of CUPE Ontario.

#### **Proposed Amendment**

**7.1** To stand for nomination, members must be from an affiliated local of CUPE Ontario **who has been sent as a delegate by their local to the conference.**

#### **Existing Language**

**7.2** The Committee is to be elected for a two (2) year term in even numbered years. The committee will be composed of one (1) Health and Safety representative, one (1) Injured worker representative (as per article 4.8 & 4.9), three (3) representatives from each of the following sub-jurisdictions, elected during their sub-jurisdictional meetings:

- a) Child Care
- b) Developmental Services
- c) Municipal Social Services
- d) Children's Aid Societies
- e) Community Agencies (and)
- f) 1 member from local 1750 (Local 1750 will notify SSWCC of their representative to the Committee)

## **Proposed Amendment**

**7.2** The Committee is to be elected **by a plurality vote, but no candidate shall be elected who receives less than 25% of the total votes cast** for a two (2) year term in even numbered years. The committee will be composed of one (1) Health and Safety representative, one (1) Injured worker representative (as per article **7.10** & **7.11**), three (3) representatives from each of the following sub-jurisdictions, elected during their sub-jurisdictional meetings:

- a) Child Care
- b) Developmental Services
- c) Municipal Social Services
- d) Children's Aid Societies
- e) Community Agencies (and)
- f) 1 member from local 1750 (Local 1750 will notify SSWCC of their representative to the Committee)

## **Existing Language**

**7.3** Each sub-jurisdiction would have the ability to elect one (1) alternate who would replace elected committee member(s) if they were unable to fulfill their term.

**7.4** In the event of a resignation or vacancy of a position on the Committee, the Committee may appoint a replacement taking into consideration the recommendation of the sub-jurisdiction affected.

## **Proposed Amendment covering 7.3 and 7.4 and renumber section thereafter**

**Should a permanent vacancy occur in the sub-sector representatives , the position shall be offered to the unsuccessful candidates in the order of the votes received at the preceding election. If the vacancy cannot be filled in this manner, it shall be filled by the committee appointing a replacement taking into consideration the recommendation of the sub-sector affected.**

### **Existing Language**

**7.7** Should the Chairperson permanently vacate the position during the term of office, the Vice-Chair **will assume the Chair's role until the committee can be convened** and elect a new Chairperson.

### **Proposed Amendment**

**7.7** Should the Chairperson permanently vacate the position during the term of office, the Vice-Chair **will assume the Chair's role until the** committee can be convened and elect a new Chairperson **as soon as reasonably possible.**

### **Existing Language**

**7.9** The Committee has the authority to declare vacant a position held by a member of the Committee who is absent for two (2) consecutive duly called meetings of the Committee without a reasonable excuse.

### **Proposed Amendment**

**7.9** The Committee has the authority to declare vacant a position held by a member of the Committee who is absent for two (2) consecutive duly called meetings of the Committee without a **justifiable reason.**

### **Existing Language**

**7.10** A Health and Safety Representative shall be elected to represent the SSWCC on the Ontario Division Health & Safety Committee bi-annually by all delegates present at the annual conference in the even numbered years.

The person so elected must have Health and Safety 1 and 2 as a minimum requirement or equivalent.

The Health & Safety Representative will be a member of the SSWCC and will report to the Committee on all Health and Safety issues relating to the SSWCC.

- a) One (1) alternate will be elected for the H&S position, who would replace elected committee member if they are unable to fulfil their term
- b) According to the Ontario Division Constitution the H&S representative elected at the Social Service Conference will represent Social Service Workers on the Provincial Health and Safety Committee. If the H&S rep is unable to represent the sector more than twice (2) a term without good reason the position will be deemed vacant by the chair of the SSWCC and the alternate elected at the conference will serve in representing the interest of the sector

## **Proposed Amendment**

**7.10** A Health and Safety Representative shall be elected to represent the SSWCC on the Ontario Division Health & Safety Committee bi-annually by all delegates present at the annual conference in the even numbered years.

The person so elected must have Health and Safety 1 and 2 as a minimum requirement or equivalent.

The Health & Safety Representative will be a member of the SSWCC and will report to the Committee on all Health and Safety issues relating to the SSWCC.

- a) Should a permanent vacancy occur in the H&S representative, the position shall be offered to the unsuccessful candidates in the order of the votes received at the preceding election. If the vacancy cannot be filled in this manner, it shall be filled by the committee appointing a replacement.**
- b)** According to the Ontario Division Constitution the H&S representative elected at the Social Service Conference will represent Social Service Workers on the Provincial Health and Safety Committee. If the H&S rep is unable to represent the sector more than twice (2) a **term at either the SSWCC Committee meetings or the CUPE Ontario H&S Committee meetings without a justifiable reason, the Committee has the authority to declare the position vacant.**

## **Existing Language**

**7.11** An Injured Workers Representative shall be elected to represent the SSWCC on the Ontario Division Injured Workers Committee bi-annually by all delegates present at the annual conference in the even numbered years.

The person so elected must have WSIB Level 1 and 2 as a minimum requirement, or equivalent.

The Injured Workers Representative will be a member of the SSWCC and will report to the Committee on all Injured Workers issues relating to the SSWCC.

- a) (1) Alternate will be elected for the H&S position, who would replace elected committee member if they are unable to fulfil their term
- b) According to the Ontario Division Constitution the H&S representative elected at the Social Service Conference will represent Social Service Workers on the Provincial Health and Safety Committee. If the H&S rep is unable to represent the sector more than twice (2) a tem without good reason the position will be

deemed vacant by the chair of the SSWCC and the alternate elected at the conference will serve in representing the interest of the sector

### **Proposed Amendment**

**7.11** An Injured Workers Representative shall be elected to represent the SSWCC on the Ontario Division Injured Workers Committee bi-annually by all delegates present at the annual conference in the even numbered years.

The person so elected must have WSIB Level 1 and 2 as a minimum requirement, or equivalent.

The Injured Workers Representative will be a member of the SSWCC and will report to the Committee on all Injured Workers issues relating to the SSWCC.

- a) Should a permanent vacancy occur in the IW representative, the position shall be offered to the unsuccessful candidates in the order of the votes received at the preceding election. If the vacancy cannot be filled in this manner, it shall be filled by the committee appointing a replacement.**
  
- b) According to the Ontario Division Constitution the **IW** representative elected at the Social Service Conference will represent Social Service Workers on the Provincial **Injured Worker** Committee. If the **IW** rep is unable to represent the sector more than twice (2) a **term at either the SSWCC Committee meetings or the CUPE Ontario Injured Worker Committee meetings without justifiable reason, the Committee has the authority to declare the position vacant.****

### **Existing Language**

**8.5** Registration fees for delegates shall be determined by the Committee for each conference having regard to costs involved.

The sitting members of the Social Service Committee shall be accorded automatic delegate status at the conference but cannot be eligible for re-election unless they are accredited delegates of their own Local.

The conference shall be governed in accordance with the Constitution of the Canadian Union of Public Employees.

### **Recommended Amendment**

**8.5** Registration fees for delegates shall be determined by the Committee for each conference having regard to costs involved.

**The sitting members of the Social Service Committee shall be accorded automatic delegate status at the conference.**

The conference shall be governed in accordance with the Constitution of the Canadian Union of Public Employees.

**ARTICLE 11 - Expenditures**

**Existing Language**

Members of the Committee, when incurring expenses or lost time when involved on behalf of and authorized by, the Social Services Coordinating Committee, will be reimbursed in accordance with the policy of CUPE Ontario as it applies to members of the Ontario Division Executive Board as amended from time to time. It is understood that the SSWCC committee will not cover costs related to SSWCC committee members attending the Ontario social service conference. All SSWCC committee members will submit an expense voucher & receipts to the coordinator of the committee as per CUPE Ontario policy.

**Recommended Amendment**

Members of the Committee, when incurring expenses or lost time when involved on behalf of and authorized by, the Social Services Coordinating Committee, will be reimbursed in accordance with the **Financial Policies** of CUPE Ontario. It is understood that the SSWCC committee will not cover costs related to SSWCC committee members attending the Ontario social service conference. All SSWCC committee members will submit an expense voucher & receipts **as per CUPE Ontario Financial Policies** to the coordinator of the committee.

SD/us

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SSWCC to Conference 2013-21Jan13.doc



## SOCIAL SERVICE SECTOR

**Second Call**

PLEASE HOLD THE FOLLOWING DATES

### 2013 SOCIAL SERVICE SECTOR CONFERENCE

THURSDAY MARCH 21 - EVENING  
TO SUNDAY MARCH 24, 2013 AT 1:00 PM

**THE ABOVE NOTED MEETING AND CONFERENCE WILL BE HELD AT:**

#### **SHERATON CENTRE TORONTO**

123 Queen Street West  
Toronto, ON M5H 2M9

Locals are asked to make ALL HOTEL RESERVATIONS through W.E. Travel.

1-888-676-7747 (toll free)

Ask for Christina or Nora

**CUT OFF DATE IS FEBRUARY 26, 2013**

[Mention SSWCC-Social Service Conference when booking your room(s)]

#### Special Needs:

If you require any special accommodation needs, please inform the hotel/W.E. Travel

#### **REGISTRATION FEE (per delegate):**

##### For Affiliates:

\$215.00 until March 11, 2013  
\$265.00 beginning March 12, 2013

##### For Non-Affiliates:

\$375.00 until March 11, 2013  
\$425.00 beginning March 12, 2013

**Note: There is no limit to the number of delegates a local may send.**

#### **For further information contact:**

Uliana Siniavskaia at 905-739-3999 ext.235 or [usiniavskaia@cupe.ca](mailto:usiniavskaia@cupe.ca)

**NOTE:** Additional space for registrants on back of page

# REGISTRATION FORM

## 2013 CUPE SOCIAL SERVICE CONFERENCE

**Second Call**

**Registration Fees:** Until Mar 11, 2013 - Affiliates: \$215.00 (per delegate)  
As of Mar 12, 2013 - Affiliates: \$265.00 (per delegate)

Non-Affiliates: \$375.00 (per delegate)  
Non-Affiliates: \$425.00 (per delegate)

(PLEASE PRINT CLEARLY)

NAME	LOCAL & UNIT #	EMAIL ADDRESS (If available)	PHONE

SIGNED: \_\_\_\_\_ CUPE LOCAL # \_\_\_\_\_ NUMBER OF MEMBERS IN LOCAL: \_\_\_\_\_

IF A COMPOSITE/MUNICIPAL LOCAL PLEASE INDICATE # OF SOCIAL SERVICE WORKERS: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_ LOCAL CONTACT NAME: \_\_\_\_\_

Locals are asked to make ALL HOTEL RESERVATIONS through W.E. Travel.  
1-888-676-7747 (toll free)

Ask for Christina or Nora (Please note cut-off date is February 26, 2013)

[Mention SSWCC-Social Service Conference when booking your room(s)]

COMPLETE AND RETURN THIS REGISTRATION FORM WITH YOUR **CHEQUE MADE OUT TO: CUPE ONTARIO – SSWCC CONFERENCE**

(Keep a copy of the registration form for your records)

AND RETURN TO:

**CUPE Ontario – Social Services Conference (2013)**

Attention: *Uliana Siniavskaia*

**80 Commerce Valley Drive East – Markham, ON – L3T 0B2**

2013 VOLUNTARY SOCIAL SERVICE LEVY ENCLOSED?	YES _____	NO _____	PAID _____
2013 VOLUNTARY DEVELOPMENTAL SERVICES LEVY ENCLOSED?	YES _____	NO _____	PAID _____



<b><i>NAME</i></b>	<b><i>LOCAL &amp; UNIT #</i></b>	<b><i>EMAIL ADDRESS (If available)</i></b>	<b><i>PHONE</i></b>

(PLEASE PRINT CLEARLY)



**SSWCC CONFERENCE  
ACCESS REQUEST FORM**

(Please fill out this form for each delegate)

**Local No.** \_\_\_\_\_  
(Please print or type)

**Name of Delegate:** \_\_\_\_\_

**Address:** \_\_\_\_\_

*Postal Code*

**Telephone:** (home) \_\_\_\_\_ (office) \_\_\_\_\_

**Email:** \_\_\_\_\_

**Please check service(s) required** (All services will be provided by CUPE Ontario):

**Guide/Personal Assistance**                      I will provide my own                       One is required

	<b>Hotel</b>	<b>Event</b>
ASL Interpretation	<input type="checkbox"/>	<input type="checkbox"/>
Wheelchair / scooter access	<input type="checkbox"/>	<input type="checkbox"/>
Assistance at check in/Registration	<input type="checkbox"/>	<input type="checkbox"/>
Assistance in case of evacuation	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>

**Alternative Communication**

French Translation

Real Time Captioning

**I need materials electronically in advance  
(in order to accommodate a disability)**

**Serious allergy alert** (Please specify)

\_\_\_\_\_

**Will you require any other accommodations at the event?** (Please specify)

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**Will you require any other accommodation at the hotel (such as TTY, visual alarm, etc.)**  
(Please specify)

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**Other services?** (Please specify)

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Please complete and return by **FEBRUARY 26<sup>TH</sup>, 2013** to:

**CUPE Ontario Access Request  
80 Commerce Valley Drive East  
Markham, Ontario L3T 0B2  
(905) 739-3999 or FAX: (905) 739-4001**



## Family or Dependent Care Subsidy

<b>Name of Claimant:</b>	<b>Local No.</b>
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**CUPE only reimburses expenses in excess of regular fees.** (e.g. if your regular fees are \$30.00 per day and attendance at the CUPE function requires you to pay \$40.00, you would therefore claim the "excess fee" of \$10.00). You may claim up to \$50.00 per day – *receipts must be attached*. Please indicate the dates for expenses incurred, and the **excess** daily cost.

<b>Name of Function or Conference:</b>
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DATE	COST (per day)
<b>TOTAL</b>	<b>\$</b>

Cheque to be made payable to:

<b>Claimant</b>	<input type="checkbox"/>
<b>Local Union</b>	<input type="checkbox"/>

<b>Mailing Address:</b>

\_\_\_\_\_ (1) \_\_\_\_\_

**Signature of Claimant**

\_\_\_\_\_ (2) \_\_\_\_\_

*signatures of 2 officers of the Local,  
one of whom is not the claimant*

This form must be completed and forwarded no later than 30 days following the dates claimed to:  
 CUPE Ontario  
 80 Commerce Valley Drive East Suite 1  
 Markham, ON L3T 0B2  
 Phone: (905) 739-9739 Fax: (905) 739-9740

Cheque # _____
Date: _____
_____



# CUPE ONTARIO

## On-Site Child Care Registration

Any delegate intending to bring their child(ren) to a conference, please complete a **separate form for each child to be registered**. (Additional copies may be photocopied).

NAME OF FUNCTION	DATES

CHILD'S NAME	Age	Medical Problems, Allergies or Special Care

### CONSENT

I, \_\_\_\_\_ (parent/guardian) hereby give permission for my child registered above to participate in various recreational and leisure activities offered by the trained staff of the On-Site Child Care during the period of the above-named conference.

### RELEASE OF RESPONSIBILITY

I, \_\_\_\_\_ (parent/guardian) hereby release CUPE Ontario from any and all claims for damages to the safety or health of my child registered above, howsoever caused, while participating in any activities of the On-Site Child Care during the period of the above-named conference.

Signature of Parent/Guardian: \_\_\_\_\_ Date: \_\_\_\_\_

Name of Parent/Guardian: \_\_\_\_\_

Address : \_\_\_\_\_

\_\_\_\_\_ Postal Code \_\_\_\_\_

Phone (home) \_\_\_\_\_ (work) \_\_\_\_\_ Local No. \_\_\_\_\_

Signature of Witness: \_\_\_\_\_ Date: \_\_\_\_\_

Name of Witness: \_\_\_\_\_  
(please print)

Please complete and return the above form  
**BY FEBRUARY 26<sup>TH</sup>, 2013** to:  
**On-Site Child Care Registration - CUPE Ontario Conference**  
CUPE Regional, 80 Commerce Valley Drive East, Markham, ON L3T 0B2  
Phone: 905-739-3999 Fax: 905-739-4001

## GUIDELINES FOR LOCAL ASSISTANCE TO SECTOR CONFERENCES

### CRITERIA

In order to be considered for local assistance the local must fall into one of the 4 categories:

1. Small local from the sector of less than 100 members
2. A Northern local located north of the French River or more than 500 kms from the location of the event
3. A newly organized local union currently negotiating their first collective agreement
4. A local which has been on strike or locked out within the previous year leading up to conference.

In order for a local to be considered for local assistance the following must apply:

1. With the exception of locals negotiating a first collective agreement, the local must be up to date with its CUPE Ontario Per Capita Payments
2. For purposes of this requirement - up to date shall be not more than 3 months in arrears at the time of the conference subsidy being awarded
3. The local must demonstrate an inability to pay

### DEMONSTRATING INABILITY TO PAY

A local's inability to pay will be determined based on cash assets in excess of 10x the amount to send one delegate to the conference in question. For example, if it is determined that the cost to send one delegate is \$1,000.00 the local must have less than \$10,000 available to them in cash. The following process will be applied:

1. Once an application form is received, the Secretary-Treasurer will determine the cost of the local's participation based on their delegates' current day reality (location, wages, accommodation, registration fees).
2. The local will be required to demonstrate an inability to pay by submitting to the Secretary-Treasurer a recent and approved local trustees report. The local will also be required to send a copy of their bank statement which will identify cash assets.
3. Office furniture and equipments as well as property will not be considered for purposes of determining assets.
4. Special circumstances, like a pending arbitration or strike averting campaign will be considered when determining the local's inability to pay.

### APPLICATION

In order to be considered for assistance to attend an event an application must be filled out and sent back to the Secretary-Treasurer by the deadline specified on the assistance form. Such form and guidelines shall be mailed with the conference call notice.

### FINANCIAL ASSISTANCE

Local assistance shall be built into the conference budget using conference revenue. Assistance shall be limited to the following:

1. Assistance will normally be limited to one member per local. Assistance will not be available if the local is otherwise sending a delegate.
2. The registration fee to attend the event shall be waived and such delegate will be entitled to all rights and privileges in accordance with the sector by-laws.
3. Return travel shall be provided in the case of air or train travel and reimbursement of mileage in the case of automobile travel. The decision should be based on the most economical and reasonable method of travel.
4. Where possible and where a conference has any unused complimentary rooms, accommodation may be provided as well.

### NEWLY ORGANIZED LOCALS

Some additional support may be provided in recognition of newly organized locals who have no collective agreement and no union dues being collected. Such support to be considered at the time of conference budget planning.



## Local Support Application For Attendance at the SSWCC Conference

Local # \_\_\_\_\_

Name of delegate attending event: \_\_\_\_\_

Contact person for the local: \_\_\_\_\_

Email Address: \_\_\_\_\_

Daytime contact number: \_\_\_\_\_

Number of members in local: \_\_\_\_\_

Is the local in the process of bargaining a first collective agreement?

YES  NO

Has the local been on strike or locked out in the past year?

YES  NO

Method of travel: Air  Train  Drive

Please enclose the following (***does not apply to newly organized locals bargaining a first collective agreement***):

1. Approved recent trustees report
2. Copy of current bank statement

**PLEASE RETURN BY FEBRUARY 26<sup>TH</sup>, 2013 TO:**

Candace Rennick, Secretary-Treasurer  
CUPE Ontario  
80 Commerce Valley Dr. E., Suite 1  
Markham, ON L3T 0B2

**2013**

**SOCIAL SERVICE SECTOR (SSWCC)**  
**LEVY FORM**

*Please return this form with your cheque.*

CUPE Local #: \_\_\_\_\_

Name of Employer: \_\_\_\_\_

Number of C.A.S. Workers: F/T - P/T -	
Number of DS Workers: F/T - P/T -	
Number of Municipal Social Service Workers OR Local 1750 Workers: F/T - P/T -	
Number of Community Agency Workers: F/T - P/T -	
Number of Child Care Workers: F/T - P/T -	
<b>TOTAL SOCIAL SERVICE MEMBERS:</b>	

**TOTAL MEMBERSHIP X \$2.00 = SOCIAL SERVICE  
VOLUNTARY LEVY ENCLOSED**

\$
----

***Please make cheque payable to: CUPE Ontario – Social Service Levy***

Conference registration cheques should be written separately

**Mail to: *Uliana Siniavskaia, CUPE Regional Office***  
***80 Commerce Valley Drive East***  
***Markham, Ontario L3T 0B2***

Please note: While both levies are voluntary, the coordinated efforts in the social services sector rely on having the necessary resources in place. Please consider making a voluntary levy donation so that these coordinated efforts can continue.



**2013**

**DEVELOPMENTAL SERVICES (DS)**  
**LEVY FORM**

***Please return this form with your cheque.***

**CUPE Local #:** \_\_\_\_\_

**Name of Employer:** \_\_\_\_\_

<b>Number of DS Workers: F/T -</b>	<b>P/T -</b>	
<b>TOTAL MEMBERSHIP X \$2.00 = DS VOLUNTARY LEVY ENCLOSED</b>		\$

***Please make cheque payable to: CUPE Ontario – DS Levy***  
Conference registration cheques should be written separately

**Mail to:** ***Uliana Siniavskaia, CUPE Regional Office***  
***80 Commerce Valley Drive East***  
***Markham, Ontario L3T 0B2***

Please note: While both levies are voluntary, the coordinated efforts in the social services sector rely on having the necessary resources in place. Please consider making a voluntary levy donation so that these coordinated efforts can continue.

**To ALL PRESIDENTS, CUPE ONTARIO SOCIAL SERVICE WORKERS:**

As social service workers, though ever growing and expanding; we are still representing the majority of small locals (under 100 full-time equivalents), within CUPE Ontario. We have also organized a number of new locals in the last year who are negotiating their first collective agreement and have yet to collect dues.

These locals are often geographically isolated, and even more often financially isolated. The level of activism within these Locals is amazing but members are often unable to participate in all the activities available to them through CUPE due to cost.

In an effort to address this identified shortfall in opportunities to experience and learn, as well as to ensure the true voice of all of the members we represent is heard, The Social Service Workers Coordinating Committee has endeavored to find ways to bring these members to their annual conference.

We continue to try to find ways to move this initiative forward and ask for your input. We are looking to hear from the both small/new and large locals to establish how we can work together to broaden the activism within our Union.

The committee will make every effort to maximize the opportunities for small and/or new locals to attend the conference.

**Please take a moment to complete this questionnaire.**

**Local Number:** \_\_\_\_\_ **Total Number of Members** \_\_\_\_\_

**Sub- Jurisdiction (i.e. community agencies, Child Care, etc):** \_\_\_\_\_

† **My Local is not able to participate in the upcoming Social Service Workers Conference in Toronto, but we would be able to with the following support:**

Subsidized registration	†	Travel expenses	†
Accommodation	†	Meal Allowance	†
Lost Wages	†	Orientation	†
Peer Mentoring	†	Daycare	†
Other _____			

† **My Local is willing to support members who would not be able to participate in the upcoming Social Service Workers Conference in Toronto, without this support, by providing the following:**

Subsidized registration	†	Travel expenses	†
Accommodation	†	Meal Allowance	†
Lost Wages	†	Peer Mentoring	†
Other _____			

**Please return questionnaire to the attention of: Uliana Siniavskaia by February 26<sup>th</sup>, 2013**

80 Commerce Valley East, Markham, ON L3T 0B2

**- or -**

Fax: (905) 739-4001